TEAMSTERS DEMOCRATIC UNION

CONVOY DISPATCH

September 1986
#64

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

October 25–26, Atlanta, Georgia

Now for Our Convention!

Labor Day, 1986. Every Labor Day the union movement celebrates its accomplishments, reflects on its heritage and looks toward the future. But in 1986 the celebrations continued to be muted, and the need for serious reflection grew stronger. The labor movement is still on the defensive.

As Teamsters, we see this defensiveness within our International Union. Our largest contracts have been weakened. Two-tier clauses and lack of enforcement have left many Teamsters on the sidelines without job security. And worst of all, organizing is not a priority to our top officers, who seem more concerned with other matters, like the Jackie Presser Defense Fund (see page 8).

But 1986 has also shown that the winds of change are growing within

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Union Spirit, education and solidarity are on the agenda for the 1986 Rank and File Convention. Catch the spirit, like these TDU members did at the 1983 convention, by planning to be there October 25-26. For details on workshops, agenda and special events see pages 6-7.

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Secretary of Labor Sued Over Inaction

Going to Court for Right to Vote

"As Secretary of Labor it isn't easy to read about mobbed-up locals, pension fund abuse or the misuse of members' blood and sweat in any organization. It is impossible for me to ignore that. It is necessary for you to address it. There may be only one thing harder and more vexing than trying to solve this union's problems, and that's not trying to solve them and then trying to live with the consequences."

So said Secretary of Labor William Brock at the IBT Convention in May regarding the state of our International Union and the need to face up to our problems. His speech received a standing ovation from the convention delegates.

His promise to refuse to ignore these problems, however, has proven to be an empty one. In August Brock turned down requests to overturn Presser's election and concluded, in an eight-page report on our union's system for selecting national officers, that it was legal as far as he was concerned.

This lack of action on his part was expected by TDU attorneys, and on September 4, attorney Arthur Fox filed suit against Brock for his refusal to enforce federal law. The suit, *Theodus et al v. Brock*, was filed on behalf of TDU and four Teamster members and officers. It charges that our union's methods of isolating top officials from the membership violates the Landrum Griffin Act. The act allows two methods of selecting top union officers: direct membership vote (as in the Postal Workers, Mineworkers, Steelworkers, Electrical Workers and other unions) or by a convention vote conducted by delegates elected before the convention.

The IBT system is unique among major unions. Roughly 90% of the delegates to the convention are officials, most of them fulltime, who are automatically delegates.

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Teamsters for a Democratic Union
P.O. Box 10128
Detroit, Michigan 48210
(313) 842-2600

From the Members

Organizing or Raiding?

We are still alive and well here in the deep south. I just finished reading the latest issue of the *Teamster Magazine* with the promises by Jackie "Moses" Presser about organizing the unorganized. Well, here in Louisiana our good old Local 270, headed by International Trustee Mitchell Ledet, seems to think organizing means undercutting and raiding other unions. As reported in the July 24 New Orleans newspaper, Local 270 members being paid $8 to $10 an hour were taking jobs away from longshoremen, members of ILA Local 3000.

Is this the way our union is trying to recover lost revenue? Well, a man once lived who promised his people everything, but gave them nothing but problems beyond belief. Was this Moses, or Caesar? No, Adolph Hitler. Who do you think is representing you in the Marble Palace in Washington DC?

Brother and sister members, you may not think that TDU can really help our situation, and in one way you may be right—TDU can't help without your help and support! So join today and make your dues count for something.

Also, don't miss the TDU Convention in Atlanta! I will be there, and don't want anyone to miss my smiling face.

Allan C. Hall
Local 270
New Orleans, Louisiana

20-and-Out Pension Needed

The following letter has been submitted by Brother Knight to President Reagan. TDU members interested in the 20 year benefit proposed by Knight should contact the TDU national office for a copy.

I am writing to you in regard to the Teamsters Central States Pension Plan. For the amount of money that is paid into this plan by the employer, for the employees' retirement, it is the poorest plan I have ever heard of. It really isn't a retirement plan at all. It is only a small subsidy to help the members a little after they retire from the Teamsters and take employment elsewhere.

The largest pension that any member can receive is $1,000 per month, and it is very few members who qualify for that. To qualify for $1,000 per month a member must have 30 years of paid-in contributions (by the pension board's count) and this could very easily take 35-40 years for the member to accomplish.

If a member does not have enough paid-in contributory weeks in one year, the union just sticks that year's contribution in their pocket and tells the member that they have lost that year's credit. This can happen year after year.

The union has pulled a lot of rotten deals on the members, but this 30-years-and-out pension plan is the sickest deal yet. I think it is unbelievable that any member of the Teamsters has to work 20 to 30 years or longer and then be given a meager little pension that puts them below poverty level. It is a shame and a disgrace to see people like Jackie Presser and his gang steal and squander our pension money the way they are doing.

What we are asking for will not benefit only the Teamster members, it will benefit the entire country. At the present time you are working on a tax plan that you say will put more money into the pockets of the people and also create more jobs. Now as you know, there are billions of dollars in the Teamster Pension Plan. This money should be paid out to the Teamster retirees and survivors.

What I believe is needed is a 20-year-and-out pension benefit. This would be just, is something we are entitled to and would be able to live with. I have drawn up a suggested 20 year benefit that hundreds of Teamster members have read and feel is reasonable. This would be the best thing that ever happened to Teamster retirees and their survivors.

John Knight
Local 135
Indianapolis, Indiana

Union Reps Vote With ABF

I recently filed a grievance, only to lose it at the hearing. This means that at least one of my three union representatives voted in favor of the ABF terminal manager. It was a clear cut case—my doctor had authorized me to be off work and in accordance with the contract I should have been paid four days' sick leave.

Here we have an instance of a union representative taking the word of a terminal manager over that of a doctor of medicine. This tells me that ABF has control of the grievance hearings and will be able to impose their will anytime they see fit (including over discharges). This is exactly why we need TDU.

Ted P. Mascarenas
Local 17
Denver, Colorado

I'll Be in Atlanta

Neal Henderson
Star Market Warehouse
Steward
Local 25, Boston, Massachusetts

I am attending the Rank and File Convention for the first time to learn more about TDU and to see what can be done to promote TDU and organize a chapter in my area. By supporting TDU and attending the convention we can bring unity and progress to our great union, which we are all proud to be members of.

Constitutional Amendments

Any proposed amendments to the TDU Constitution **must** be received on or before September 25, 1986, at our Detroit office, to be considered at the October 24-25-26 Rank & File Convention. This is to allow time for circulation to chapters and convention registrants prior to the convention.

How To Contact TDU

We want to hear from you. Contact us at one of the locations listed below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

TDU National Office: P.O. Box 10128, Detroit, MI 48210. (313) 842-2600.

TDU/PROD Washington Office: 2000 P St. NW, Room 612, Washington, DC 20036. (202) 785-3707.

TDU NY/NJ Office: YWCA Building, Room 619, 30 Third Ave., Brooklyn, NY 11217. (718) 834-0631.

Teamster Cannery Workers Organizing Project: Box 8548, San Jose, CA 95155. (408) 289-8415.

TDU Steering Committee

Co-Chairs:
Doug Allan, #208
Pete Camarata, #299
Linda Gregg, #435
Maralee Smith, #142

Organizer:
Ken Paff, #407

Trustees:
Barbara Boriotti, #804
John Braxton, #600
Mike Friedman, #407

Members:
John Braxton, #623
Archie Cook, #705
Manuel Diaz, #679
Edward Hernandez, #707
Doug Mims, #728
Mike Savwoir, #41
Pete Sercombe, #150
Jerry Simon, #20

Alternates:
Jesse Mize, #688

MOVING? Please notify us of any change of address. Otherwise you will not receive your *Convoy Dispatch*, as it is sent third class mail and will not be forwarded to you. Use the membership application in any issue of the paper to let us know you are moving, and write on the top of the form: **CHANGE OF ADDRESS.**

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Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers — every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1985 for one year. Our Rank & File Convention had nearly 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to reform or to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Washington Watch

Driver Reinstated After Refusing to Drive Unbalanced Trailers

An important victory has been won by Roadway driver Allan James, who was fired in December, 1985, after he refused to drive a set of doubles with the rear trailer weighing 1,500 pounds heavier than the front. On August 7, James won his job back *and* eight months back pay and benefits at the National Grievance Committee. Winning full back pay is a rare phenomenon at the committees, and therefore quite a victory in and of itself.

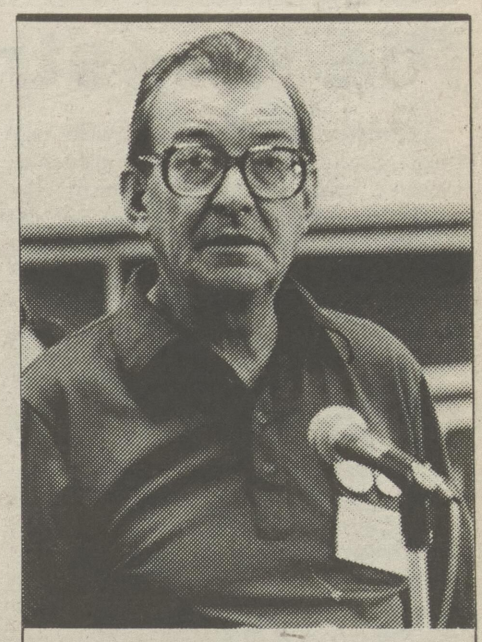
Nevertheless, the committee refused to resolve this issue once and for all, or issue more specific guidelines regarding the weight of rear trailers. Instead, their decision merely stated that the company is to comply with the terms of the current freight contract. It provides that "whenever possible, the company will hook up the heavier trailer in the front."

James points out that the decision didn't provide the guidance drivers need to determine what equipment they can refuse, and suggests that the creation of a national standard is needed, requiring companies to always place the heavier trailer in the front.

In the absence of action on the part of the union, the TDU Washington Office and concerned TDU members are working to get the Department of Transportation (DOT) involved. Presently, the DOT does not regulate double trailer weight distribution. In a letter to TDU member John Frith, the DOT stated that "the federal Highway Administration understands that it is standard industry practice to insure that the lead trailer is as heavy, if not heavier, than the rear trailer at all times. At the present time the Federal Highway Administration has not seen the need to issue regulations in this area."

DOT Considering Rule-Making

Further correspondence and pressure seems to be paying off, however, as the DOT now indicates that they are considering rule-making over this issue. The TDU Washington Office would now like to seek support from even more drivers with the goal of filing a petition with the DOT. We would like to hear from any drivers who have been ordered to drive doubles with the heavier trailer in the rear, or who have experienced any other problems with the performance of doubles—such as safety chains breaking, poor stability, or rear trailers coming loose. Please contact the Washington TDU office (address below) with any input on this important issue.



I'll Be in Atlanta

Rich Miles
OK Trucking
Local 600, St. Louis, Missouri

I wouldn't miss the chance to attend this year's convention for the world. I don't feel there is any better place to meet some of the finest Teamsters from all over this country and Canada. Do yourself a favor by planning to join us in Atlanta!

Legal Briefs

North Carolina Fines PIE Over Jifflox Use.

PIE Nationwide in Charlotte, North Carolina was cited, fined $420 by the North Carolina Department of Labor and ordered to cease the practice of using one man to maneuver Jifflox converters.

The decision concluded that "lacking other effective means of safeguarding one individual is not sufficient to preclude accidents of a serious nature, where drivers are required to maneuver Jifflox converter dollies into positions on highway tractor trailers under adverse conditions such as darkness, slippery surfaces, uneven terrains and grades, at company satellite terminal locations."

TDU has been the only voice for road drivers' safety on the Jifflox. For information on how to file a complaint or obtain a copy of the OSHA citation please contact the TDU Washington office.

Smith's Complained to Jifflox Maker About Safety.

Through documents released by the National Highway Traffic Safety Administration (NHTSA), TDU has learned that Smith's Transfer, which purchased 413 Jifflox from TODCO, wrote to TODCO in June 1985 to voice the same complaints drivers have been raising about the Jifflox. Smith's letter states, "Prior to the purchases, TODCO told Smith's that one person would be able to handle the coupler safely. Despite that representation, Smith's experience has revealed that moving the units with only one individual is extremely difficult, apparently because of a lack of counter balancing in the coupler. In addition, Smith's has experienced failure in the drop leg on the Jifflox." Smith's letter accuses TODCO of breaching their warranty, and raises the issue of product liability.

Roadway Pays Job Applicants Back $10,000.

In February 1985 *Convoy* reported that Roadway had been ordered by the State of New York to refund all job applicants who had been forced to pay for their own pre-employment physicals in that state. The case was initiated by TDUer Ted Katsaros. The ruling covered employees who took physicals back to January 1, 1981. We are now able to report that the refunds are being carried out, with some 117 applicants receiving over $10,000 from Roadway so far. As well as repaying the cost of the physical, the company was also ordered to pay a $50 fine to each person involved. Anyone who paid for their own pre-employment physical at Roadway during the specified time period should contact the New York State Labor Department or the New York/New Jersey TDU office at (718) 834-0631.

Safety Bill Pending Before Senate.

The Senate Commerce Committee has given their approval to a truck safety bill that ties federal highway funding to state-sponsored alcohol testing of drivers. The bill, which is expected to come up on the Senate floor in September, includes provisions for increased federal funding of state equipment inspectors, requires the DOT to formulate a federal license for commercial drivers by 1988 and calls for more stringent testing of hazardous material drivers. While drunk drivers need to be kept off the highways, the bill has overly severe provisions, such as a one year suspension for alcohol levels of more than .04%.

Fight for the Right to Vote Continues

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Over the past year we have fought vigorously for this system to be changed and the law enforced. In February an investigative report published by the *Washington Post* revealed that fifteen former and current top labor department officials agreed that the system is illegal. Following that report, Brock promised to investigate the matter, but instead has continued to cover-up.

The plaintiffs in the suit are Sam Theodus, President of Cleveland Local 407 and independent candidate for General President in May, 1986; Frank Zerman, Trustee of Mansfield, Ohio Local 40; Lansing Local 580 member Alex Kubilis; and Sacramento Local 150 member Pete Sercombe. TDU is also a plaintiff in the case.

Second Suit Over IBT Election Process

This is actually the second suit filed over the IBT election procedure. Another was filed earlier this year with the same goal, but attacking the case through a different legal theory. It is presently pending before the court of appeals in Washington.

The new suit is a bold attempt to get the federal courts in Washington to finally rule that the Secretary of Labor is acting in an arbitrary and capricious manner by his refusal to act to protect the rights of Teamster members.

"All we are asking for is a fair vote," TDU co-chair Doug Allan told *Convoy Dispatch*. "We will continue to pursue every possible avenue to achieve that goal. This lawsuit is part of our effort, but the next steps will be decided and taken at the Rank and File Convention. I hope to see all concerned Teamsters who want to help in the fight for democracy in our union in Atlanta."

Washington Office

This page is devoted to news from the Washington office of TDU—formerly PROD's national office. Litigation, designing new legislation and reforming safety regulations—the Professional Drivers Council of TDU is here to help you. Contact us today at:

PROD/TDU
2000 P Street NW
Room 612
Washington, DC
20036
(202) 785-3707

Hundreds Join Lawsuit

Release Sought From PIE Investment Plan

Teamsters at PIE Nationwide are once again faced with confusion, rumors and speculation about the company. The company has basically sidestepped the issues most pressing to their "employee owners" and the union hasn't given any answers whatsoever. Here we'll try to answer some of the questions facing PIE employees.

Who owns PIE Nationwide? Maxitron. 100% of the shares of PIE were sold to RPN Acquisition on December 31, 1985. RPN Acquisition, which later changed its name to Federated Freightways Incorporated, is an acquisition company formed and controlled by Maxitron. All the stock continues to be held by Federated Freightway Inc./Maxitron.

Has the company improved financially? Apparently so. PIE Nationwide compiled a 96.9 operating ratio for the second quarter of 1986 and totalled a $7 million profit for the first half of 1986. The company freely admits this turnaround came about as a result of the 15% pay cut.

Has the union initiated any action against Maxitron? Yes, a lawsuit was filed by Teamster-appointed representative to the PIE board of directors Robert McKersie. But the lawsuit was later dropped when Maxitron agreed to repay a $5.5 million loan back to PIE. Maxitron was given until June 30 to repay the loan. At that point, the repayment date was extended to September 25.

What happens if the loan isn't repaid by September 25? Technically, ownership of PIE Nationwide would go to the employee stockholders. It's unclear at this time what that would mean. And it's here where the union has really failed in its duties to keep the membership informed of what's really happening and what the implications are of their actions. One thing is clear and that is that the end result of the Teamster dispute with Maxitron would have tremendous effect on the ownership and future of the company, contrary to PIE internal memos which state that, "for the future of PIE, the loan repayment is a non-issue." That's hogwash.

Is there a separate lawsuit alleging wrongdoing around the ESIP plan? Yes. Attorneys in Florida are preparing litigation to get people out of the ESIP plan. Meetings have been held in most of the major terminals throughout the system explaining the lawsuit and signing up litigants. At this time, hundreds of Teamsters at PIE have added their names to the lawsuit. Representatives from the law firm will be at the TDU Convention to discuss the lawsuit.

Will this lawsuit hurt PIE Nationwide? The lawsuit is being filed against International Utilities (IU) which would be liable for the damages. IU no longer has any connection to PIE Nationwide.

PIE Nationwide has made a lot of noise recently about creating a "corporate culture" of harmonious relationships between management and labor. Any relationship should be made on trust and credibility, both of which are sorely lacking from management. In the meantime, Teamsters at PIE need to communicate with each other and begin to cooperate on the issues that affect them. The TDU Rank and File Convention in Atlanta on October 25 and 26 will be a great opportunity to coordinate plans and find out more about the most recent developments. Plan to be there.

We'll Be in Atlanta

Pete and Hazel Sercombe
Transcon
Local 150, Sacramento, California

We will be at the convention in Atlanta because we believe in honesty, fair play and justice for all our brothers and sisters. TDU will overcome because greedy, self-serving people do not last long when faced with honest, dedicated opposition. That's what TDU is about. Come to the convention to see for yourself, and to support a great cause.

Freight Lines

Detroit Local Strikes Conway Express.

In August, Detroit Local 299 called an organizing strike for union recognition against Conway Central Express (CCX), the non-union operation of CF. Local 299 has picketed and followed the trucks of the scab operation, using BAs and volunteer members. Whether they win or lose the eventual vote on union recognition, the local is putting pressure on the company and decreasing its volume of business as industrial shippers switch to other (union) carriers. This kind of action is needed on more than a local basis. We need a national plan to organize the unorganized, and we need to enforce Article 32 of the NMFA against CF.

Indiana CF Dockworkers Win $81,000 Grievance.

CF dock workers in Fremont, Indiana recently won an important grievance regarding the abuse of casuals. Local 414 documented that casual use over and above the complement deprived regulars of overtime. The company was instructed to stop it, and a settlement of some $81,000 was reached.

Transcon Implementing Roadway-Style Work Rules.

Indianapolis Transcon dock workers have recently had a taste of Roadway-style productivity harassment. Although productivity standards are not recognized by the Freight Agreement, employees at Transcon have been given the word that they're expected to produce 3,500 pounds per hour, or else.

To accomplish the harassment Transcon has established a new set of dock work rules designed to create a million-and-one chances for error. The work rules are a carbon copy of rules set up at Roadway and McLean (now out of business) and include such infractions as talking (talking in the work area is forbidden), thumbing through freight bills, wandering around, waiting for dock tools, and standing idle.

Supervision has even taken to carrying around cameras in order to snap pictures of the employees involved in such horrible violations. Transcon is proud of the fact that their employees are also "owners" of the company. It seems like it's time the employee "owners" tell supervision where they can put their work rules and cameras.

PIE Teamsters Fight No-Relatives Rule

The freight contract has forced a number of new problems on freight Teamsters. One of these problems has reared its ugly head at the PIE Southern California breakbulk in Fontana where new hires and casuals, working for the lower rates, are being used in record numbers.

Recently, PIE also decided to enforce its rule against any relatives of current employees working at the company. The policy is so severe that it extends to cousins, aunts and uncles. In the past the company has allowed relatives to work, particularly as they had trouble recruiting enough for their army of casuals. But in June, this practice was stopped, with the result that many Teamster families have nowhere to turn for work.

98% Sign Petition

Fontana Teamsters started fighting back by getting 98% of the members signed onto a petition opposing the action. This 98% was more than signed up for the 15% wage cut "SIP" program. On June 20 the petition was mailed to Morton Huff, Executive Officer of PIE, and the "Employee Advisory Group" set up to handle complaints from "employee owners" (that's us!).

In the meantime, members also appealed to Local 63 to protect the right of long-time Teamsters to work casual at PIE. Their reply was, "we are not contractually obligated to represent them." This was a slap in the face, especially in light of the public policy of Local 63 that all casuals must pay initiation fees and dues, or lose their work. We don't object to that, but we do feel that they deserve a little representation in return! The union will never get strong if we turn our backs on people new to the industry and long-time Teamsters who have lost their permanent jobs.

In August the corporation told us that our petition to change the no-relative policy was turned down, but that they would be setting up an Employee Advisory Group at our terminal to give us more "input" into such problems. Sounds like PIE wants to set up a company union to throw us a bone.

This situation shows that the companies are really getting their cake and eating it too by flooding the work force with low-paid casuals and throwing out Teamsters who happen to be related to another employee. Incidentally, the PIE official policy states that if two PIE employees get married, one of them must resign immediately. We would like to know what our union thinks of that!

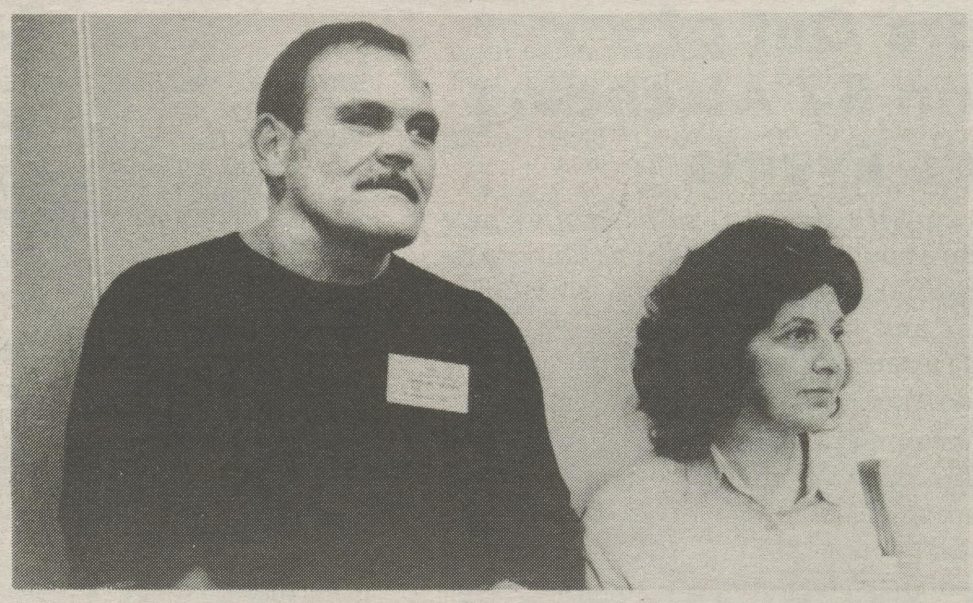
In the next contract there must be guarantees against the abuses that the use of ESOPs have caused. If you would like a copy of our petition or want to contact us about this issue, please call the TDU office or write PIE Fight Back, PO Box 1868, Lynwood, California 90602.

From Coast to Coast, We're Coming To Atlanta

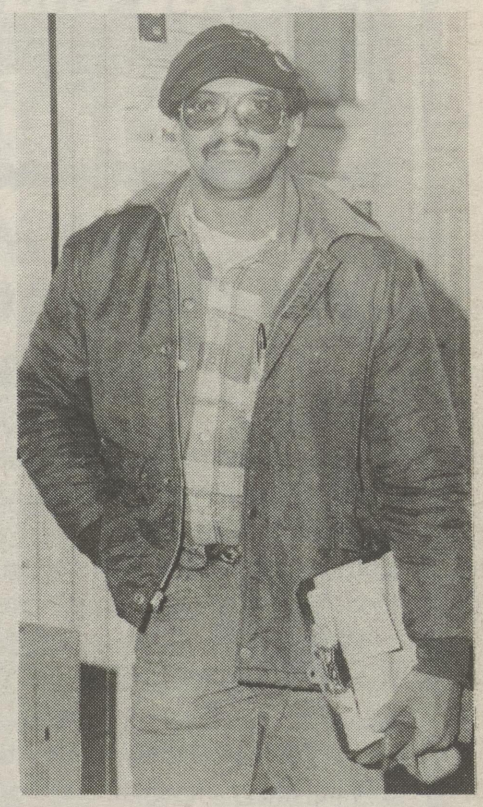
Rank and File Teamsters from coast to coast are already planning to be at the Atlanta Convention. Have you made your plans yet?

Clockwise, starting at right: Charlie and Imogene Helton, Local 515, Chattanooga, Tennessee (Charlie works for Roadway); Roland Nelson, Yellow Freight, Local 639, Washington, D.C./ Maryland; Randy Cornett, Complete Auto Transport, Local 957, Dayton, Ohio; Charles Welsh, CF, Local 41, Kansas City, Missouri; Bob and Wanda Ellerman (Bob works for Yellow Freight, Local 952 and Wanda for Yellow Freight in Local 63); and Paul Auriemma, Modern Made Food, Local 138, New York City. Center: Fred Romine, Super Valu, Local 957, Dayton, Ohio.

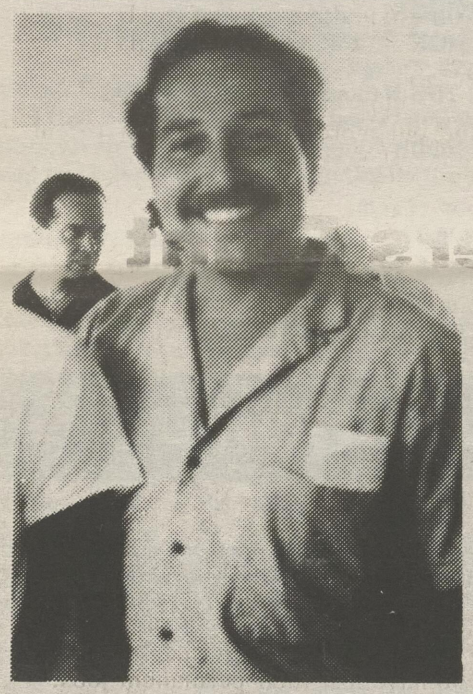
From Tennessee

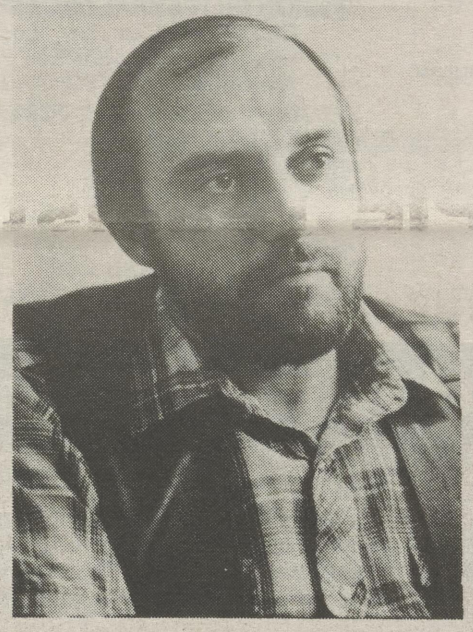


From Maryland

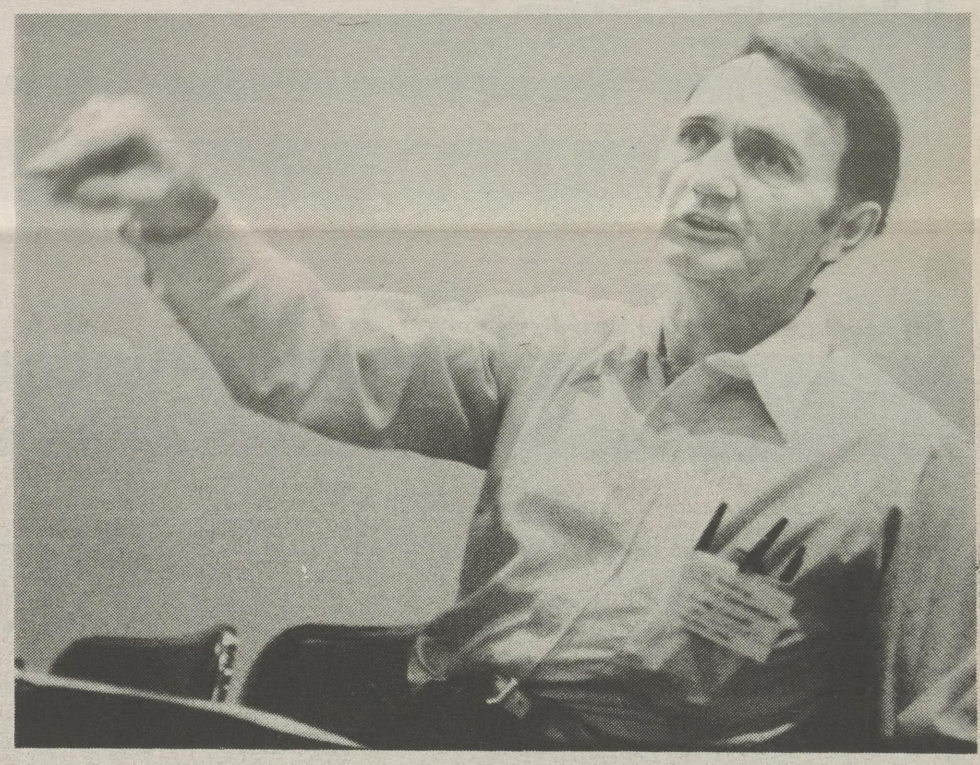


From New York





From Dayton, Ohio



From California

Convention

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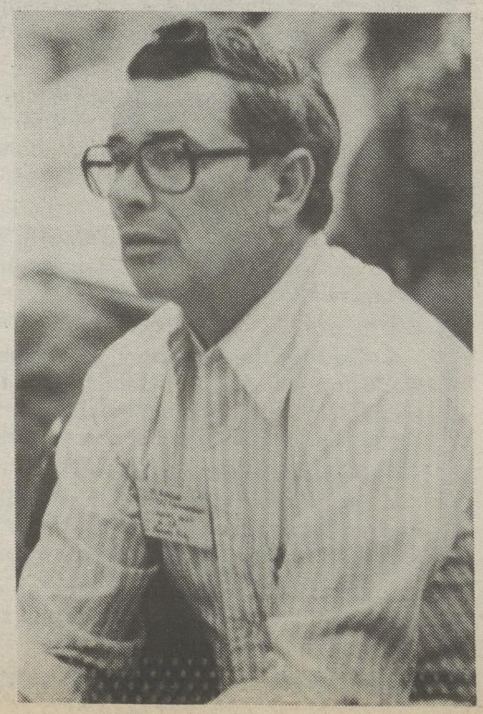
the labor movement, as they are in our union. In fact, a number of major newspapers pointed this out in their Labor Day articles on the labor movement. They wrote of the Hormel strikers, of bold new tactics and of TDU.

The upcoming Rank & File Convention is *our* chance to celebrate our accomplishments, reflect on the state of our union, and set goals for the coming year. It's also your chance to take part in history in the making, in a national convention that will review plans to win the right to vote, set strategies for defending our contracts, and transforming our local unions.

So this year, how about making a *Labor Day Resolution* to be in Atlanta for the 11th Annual Rank and File Convention. See pages 6 and 7 for more details.

From Kansas City



Agenda and Registration Information

Unionism in Action: Rank and File C

Get More Out of the Convention By Attending Friday's Events

Friday is a must for TDU chapter leaders, activists and new members wishing to know more about the organization. On Friday afternoon we'll be holding a special leadership session to evaluate TDU's work over the past year and to make plans and chart the course for TDU's activity in the coming year. We urge all activists to attend this very important session.

Following dinner on Friday evening will be a special report from Arthur Fox on the Right to Vote campaign and the lawsuit just filed against the Department of Labor. This session will also include reports from delegates to the IBT Convention in May. Come and get an early start on the Convention by arriving Friday to take part in these important events, and take some time to see Atlanta and renew friendships with your brothers and sisters.

Hospitality Room Noon–5 p.m.
Early Registration 1 p.m.-5 p.m.
Special Leadership Session 2 p.m.–5 p.m.
Evaluating TDU's activities for the past year and planning for the coming year.
Wives Reception 5 p.m.–6 p.m.
Video and Films 6 p.m.–7 p.m.
Dinner 7 p.m.–8 p.m.
Special Presentation 8 p.m.–10 p.m.
Reports from delegates to the May 1986 IBT Convention and on the Right to Vote Campaign
Reception and Cash Bar 10 p.m.–Midnight
Saturday Breakfast for Early Registrants 7 a.m.–8 a.m.

SATURDAY

SATURDAY BREAKFAST FOR EARLY REGISTRANTS 7 a.m.–8 a.m.
REGISTRATION 8 a.m.–10:30 a.m.
SESSION I: Unity and Strength 10 a.m.–Noon
CHAIR: Linda Gregg, Local 435, Denver
GREETINGS FROM ATLANTA: Doug Mims, Local 728, Atlanta
OVERVIEW OF CONVENTION: John Braxton, Local 623, Philadelphia
SPEAKERS: Jim Guyette, Austin, Minnesota
Joe Day, Local 170, Worcester, Massachusetts
Gail Sullivan, Business Agent/Organizer, Local 278, San Francisco
LUNCH Noon–1 p.m.
ROADWAY MEETING AND LUNCH Noon–1 p.m.
WOMEN'S CAUCUS Noon–1 p.m.
SESSION II: Workshops 1 p.m.–3 p.m.
1) Labor History
2) Leadership Training I: Getting TDU Off the Ground in Your Area
3) Effective Public Speaking
4) Running for Local Union Office
5) Road Driver Safety and Health
6) Getting the Members' Attention: Using Publicity to Build the Movement
7) New Strategies for Labor
8) Dealing with Stress on the Job and as an Active Union Member
9) Using the Grievance Procedure
COFFEE BREAK AND VIDEO SHOWINGS 3 p.m.–3:30 p.m.
SESSION III: IT'S OUR ORGANIZATION 3:30 p.m.–5:30 p.m.
Chair: Pete Camarata, Local 299, Detroit
Organizer's Report: Ken Paff, TDU National Organizer, Detroit
Nominations for ISC: Mike Savwoir, Local 41, Kansas City
SPECIAL EVENTS AND COCKTAIL HOUR 5:30 p.m.–7 p.m.
UPS Meeting 5:30 p.m.–7 p.m.
PIE Nationwide Meeting 5:30 p.m.–7 p.m.
Films and Videos 5:30 p.m.–7 p.m.
Lawyers Consultation 5:30 p.m.–7 p.m.
BANQUET with guest speakers Victor Reuther and Bill Slater 7 p.m.–9 p.m.
PARTY, MUSIC, CASH BAR 9 p.m.–1 a.m.
VOTING FOR INTERNATIONAL STEERING COMMITTEE 10–11 p.m.

Workshops Planned for the Convention

SATURDAY

1. Organizing in the 1930's: Some Lessons for Today's Labor Movement. Unions today are facing tough times and tougher employers, but the labor movement has been through hard times before. Former UAW leader and lifelong labor activist Victor Reuther will present an eyewitness account of the organizing campaigns and union struggles during the years of the depression.

2. Leadership Training I: Getting TDU Off the Ground in Your Area. This workshop is designed for members from newer chapters and areas just getting organized. Discussed will be techniques and strategies for building TDU's reputation, recruiting new members, beating apathy and organizing on the shop floor. This workshop is a must for activists and leaders of TDU who want to begin or strengthen a new chapter.

3. Effective Public Speaking. Effective presentation of your ideas and communication with other Teamsters is a crucial skill. This workshop is aimed at helping you to plan, organize and present your ideas verbally at union meetings, informal meetings and in one-on-one encounters.

4. Running for Local Union Office. If you are involved in a local union election or are planning to run in the near future, this workshop is for you. The workshop will be presented by experienced campaigners and successful candidates. It will discuss practical strategies, political techniques, effective planning of literature and basic legal rights.

5. Road Driver Safety and Health. Road drivers face many specialized problems and need answers on how to make their jobs safer. This workshop will report on recent efforts to outlaw the dangerous Jifflox convertors, discuss hour of service problems facing road drivers, such as double-breasting, and increased use of casuals on the road.

6. Getting the Members' Attention: Using Publicity to Build the Movement. This workshop will discuss effective techniques in putting together newsletters, flyers and pamphlets, with a special emphasis on how to organize and get your point across. Also, discussion of how to get access to local newspapers, radio and TV.

7. New Strategies for Labor. In this workshop a panel of experienced labor educators and organizers from other unions will speak on the newest union responses to union busting and concessions. Also on the agenda will be ways to build solidarity, organize new union members, and build a strong, democratic labor movement.

8. Dealing With Stress on the Job and As An Active Union Member. Many experts agree that stress is the number one killer in the workplace. This workshop will cover strategies for overcoming stress on the job, and also ways to deal with the special stress of being an active union member and TDU builder.

9. Using the Grievance Procedure. Fed up with seeing your grievances go nowhere? Attend this workshop to learn techniques to make sure your grievances are heard and discuss strategies for making them more likely to win. The workshop will take participants right through the grievance procedure.

SUNDAY

1. Labor History. An examination of the events in U.S. labor history that created and built the labor movement.

2. Leadership Training II: Strengthening Chapter Organization and TDU Influence. This workshop is designed for TDU leaders and activists. Discussed will be ways to develop successful leadership teams, how to deal with personal conflicts and ways to form alliances with other reformers and officers.

3. Your Legal Rights on the Job and in the Union. This workshop, geared to newer members and activists, gives a basic working knowledge of your rights. Discussed will be your rights as a union member, internal union procedures and rights under the Landrum Griffin Act.

4. Understanding Your Pension and Organizing for Better Benefits. A basic discussion of pension and health and welfare plans, with the aim of learning how they work and what problems to anticipate. Also discussed will be successful techniques for getting better pension benefits and protections.

5. Discrimination Against Women and Minorities. Women, minorities and older workers face special problems on the job and in the union. How to combat age, race and sex discrimination will be discussed, along with how more women and minorities can be encouraged to be involved in the reform movement.

6. Drug Testing: The Dangers, Problems and Your Rights. The problems of alcohol and drug abuse in the workplace are very real, but is drug testing the fair and equitable way to deal with the problem? This workshop will discuss your rights, and you can protect yourself against inaccurate testing. It will also report on the latest legal challenges to drug testing.

7. The NLRB and How to Use It. The NLRB has provided workers with protection for over 40 years, but can you depend on it to be there when you need it? A discussion on how to make the best use of the protections and rights the NLRB provides. Tips on how to cut through red tape.

e Convention '86

SUNDAY

COFFEE AND VOTING FOR ISC 8 a.m.–9 a.m.

SESSION IV: JURISDICTIONAL MEETINGS 9 a.m.–11 a.m.

Freight and Cartage
United Parcel Service
Carhaul
Grocery and Warehousing
Local Contracts
Wives in TDU

BRUNCH: 11 a.m.–Noon

SESSION V: WORKSHOPS Noon-2 p.m.

1) Labor History
2) Leadership Training II: Strengthening Chapter Organization and TDU Influence
3) Your Legal Rights on the Job and in the Union
4) Understanding Your Pension and Organizing for Better Benefits
5) Discrimination Against Women and Minorities
6) Drug Testing: The Dangers, the Problems and Your Rights
7) How to Use the NLRB

SESSION VI: THE ROAD AHEAD 2 p.m.–3 p.m.

Chair: Doug Allan, Local 208, Los Angeles
Introduction of the TDU Steering Committee and Election of Officers

Getting to the Convention

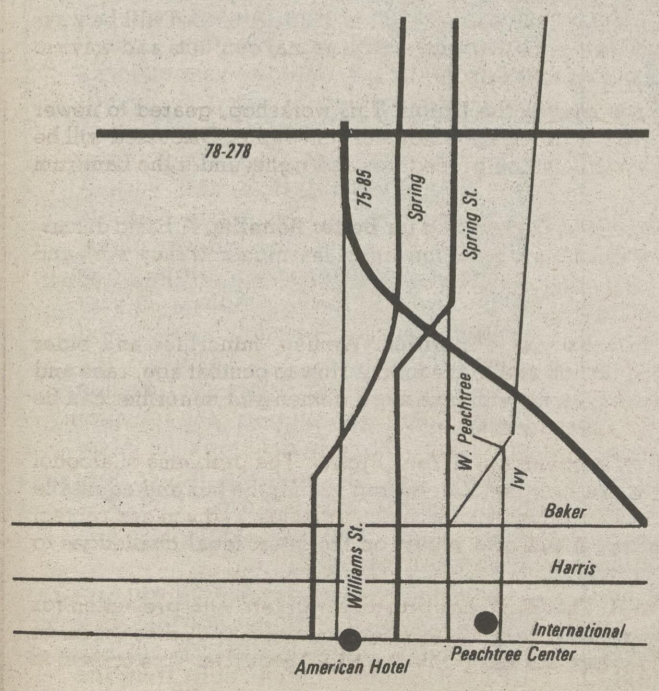
Convention Costs and Facilities. This year's convention will take place in Atlanta — a first for TDU — and we have been able to secure excellent facilities at the American Hotel, one of the few union hotels in Atlanta. We have also been able to keep our convention costs practically the same as last year.

Registration for Saturday and Sunday, including all meals, materials, coffee and entertainment, is only $79. Room costs at the American Hotel are only $50 per night (tax included) for single *or* double rooms. See the registration form at right for more details on prices.

Directions to the American Hotel. All Convention activities will take place at the American Hotel, in downtown Atlanta, close to the Peachtree Center and major shopping and entertainment. To get to the hotel by car: If coming from the North take the Williams/ Spring Street exit off I-75. Go south to International Blvd., then east to the American Hotel. If coming into Atlanta from the East or West on I-20 or I-75 and I-85 from the South, take the new exit 96B (International Blvd.), then west to the hotel.

Limousine service is available from the airport for roughly $5 per person through Atlanta Airport Limousine Service. Taxi service is also available.

Parking is available in the hotel's underground parking facility for only $3 per day (for registered guests).



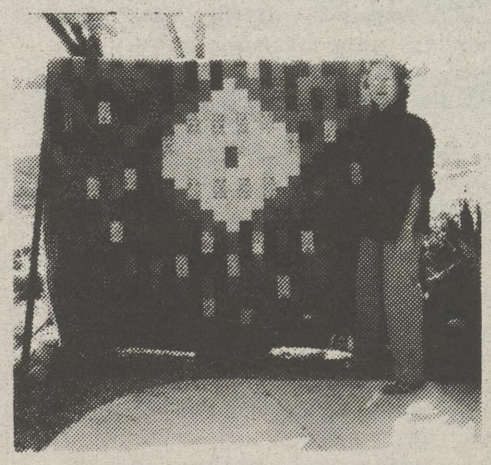
Special Events, Speakers and Films

A lot is accomplished at every Rank and File Convention, but that doesn't mean the convention is all work. This year we are proud to have a number of special speakers, films and events that will give you a chance to socialize, relax and reflect.

Jim Guyette, who as President of the Austin, Minnesota Local P-9 has led a courageous union fight against concessions and injustice, will be speaking in the Saturday session, and also in a workshop.

Victor Reuther, who has devoted 50 years to the labor movement as a leader of the United Automobile Workers, will be our keynote speaker at the Saturday evening banquet. Reuther will also lead a workshop on labor history.

Friday Night Dinner and Program on the Recent Teamster Convention, with presentations by delegates to the convention.



Saturday Night Banquet will feature fine food, a chance to socialize, entertainment, and a speech by Victor Reuther.

Film and Video Presentations, like the video *We're Not Gonna Take It* on the P-9 strike, will be shown throughout Friday, Saturday and Sunday of the convention.

Wives Reception. An opportunity on Friday for wives to meet before the convention gets into full swing.

Quilt raffle. Although difficult to believe, Frances Adcock has made a quilt even more beautiful than last year's, and we will be presenting this to the winner of the annual raffle.

Convention Registration Form

REGISTER NOW. . . SAVE $10!

Postmark your registration no later than October 3 and receive $10 discount ($5 if for one day). See below for travel discounts that may also apply.

Name_____ Local_____

Address _____

City_____ State_____ Zip_____

Phone ( )_____ Co._____

(if registering for others please include same info.)

CONVENTION REGISTRATION

Includes cost of all convention materials, meeting space, coffee breaks, meals, and Saturday banquet and entertainment (cash bar extra). Additional charge for Friday dinner and Saturday breakfast.

			# of People		
Sat. & Sun.	$79	×	_____	=	_____
Sat. Only	$49	×	_____	=	_____
Sun. Only	$35	×	_____	=	_____
Fri. dinner & Sat. Breakfast	$20	×	_____	=	_____

Total Registration Cost = _____

HOUSING

Reserve rooms through TDU at special group rate. All rooms $50 per night (tax included) either single or double. If sharing cost of room, please indicate other party.

____ Single room
____ Double room (with _____)
____ Fri. ____Sat. ____Sun.
# of nights ____ × $50 = **Housing Cost** = _____

CHILDCARE

Must be reserved in advance. Cost covers all meals and outings. Please give name(s) and age(s).

_____

			# of Children		
Sat. & Sun.	$20	×	_____	=	_____
Sat. Only	$15	×	_____	=	_____
Sun. Only	$10	×	_____	=	_____

Childcare Cost = _____

MEMBERSHIP

If not a member of TDU, join today. Membership includes subscription to **Convoy-Dispatch**.

____$25 — one year membership
____$60 — three year membership
____$15 — spouses, retirees and Teamsters grossing less than $12,000 per year

Membership Cost = _____

TOTAL COSTS = _____

DISCOUNTS

For early registration and travel discounts for Teamsters and spouses. Enclose full payment or 50% deposit to receive early registration discount.

____$10 if postmarked by Oct. 3 ($5 one day)
____$10 travel over 500 miles one way
____$20 travel over 800 miles one way

Total Discount = _____

Costs minus discounts = _____

Amount enclosed = _____

Balance due = _____

MAKE FLIGHT RESERVATIONS EARLY! For the best fares reserve 30 days in advance. Call the TDU Office for more information.

TDU invites all Teamsters interested in defending our contracts and reforming our union to join us and attend the convention. We do reserve the right to exclude those who are opposed to reform or to TDU and its principles.

Northeast Teamsters Organizing for Better Pension Benefits

Rank and file members throughout the Northeast are on the move for improved pension benefits. Teamsters from Maine to Rochester to Baltimore are challenging the low benefits paid out by their pension funds. None of the funds involved have responded to this pressure yet, but events are unfolding that could bring improvements for thousands of Teamsters.

UPS Teamsters covered under the New England Teamsters and Trucking Industry Pension Fund kicked off a drive for better benefits in June, when a meeting in Massachusetts attracted over 100 rank and file members from all but several of the New England locals (covering Rhode Island, Maine, New Hampshire, Vermont, Massachusetts and Connecticut).

At that meeting it was voted to seek donations from all New England UPS members to pay for an actuarial study of the fund, to determine what level of benefits could be paid. Top benefit is around $900 and the fund has yet to follow Central State's move of last year to implement a $1,000/30-years-and-out benefit.

The fundraising effort has reportedly gone fairly well in some major areas. Springfield, Massachusetts reports $1,000 raised as of this date, and members in the large Shrewsbury hub report a high level of participation by fulltime Teamsters ($30 per person is being asked from fulltimers and $15 per person part-time). Separate committees from each area are responsible for collecting and managing the funds raised.

On September 7 a second meeting was held with roughly 80 members in attendance. A representative from John Hancock Life Insurance was on hand and stated that the company would offer to carry out an actuarial study for the group at no charge, in exchange for some consideration in the future if control of the fund ever changed—an unlikely situation.

It was announced at the meeting that some $46,000 has been raised thus far. Another project by the group has been to distribute census cards to gather information for the actuarial study. In some areas cards are still being circulated, and members have been encouraged to get them in.

Baltimore Local 557

Other areas, some with benefits much lower than the New England Plan, are also working hard to get improved benefits. Baltimore Local 557 TDUers and other members are spearheading a drive to get better benefits under that plan. Since last fall they have conducted a number of successful informational meetings, distributed flyers and challenged the local's leadership concerning their benefits.

New York City Local 138

TDUers and others covered by the New York City Local 138 Pension Plan are also organizing for better pensions. In the early summer they conducted a special meeting with a representative of the Pension Rights Center, and kicked off an investigation of their pension fund, which pays out a top pension of only $500 after 30 years' service.

Upstate New York

Upstate New York UPS Teamsters covered by the New York State Teamsters Pension and Retirement Fund have started a pension committee and issued a comparison of several Northeastern pension plans. According to the report, top benefits under their plan are only $859 after 30 years' service. Though the information in this report contains some errors, their basic point is that the upstate New York fund is lagging behind other areas.

While deep concern over inadequate benefits exists in all these areas, and has spurred on organizing, the efforts by New England UPSers in particular have been sparked as well by the success of Washington DC Local 639 members in 1985. As reported in *Convoy #53* they were successful in getting the fund (which covers only their local) to raise top benefits to over $1400 with 30 years' service. Part of their strategy was to hire an actuarial firm to study the fund. They also picketed Teamster headquarters in Washington, D.C. and pressured their local leadership.

So far, organizing by New England members has been restricted to UPS Teamsters only, under the reasoning that they would get the ball rolling and that freight, warehouse and others would eventually get involved in the drive. The voice of these other members needs to be heard as well, and TDU members in some areas are planning meetings to discuss ways that freight, carhaul and others could get involved.

For more information, or if you have questions about your pension fund, please contact TDU or a reputable and experienced labor attorney.

Short Takes

It's bigger than Farm Aid. It's bigger than USA for Africa. It's... the **Jackie Presser Defense Fund!** In early September local officers and agents were solicited via mail for their contributions.

You may want to join this crusade too! After all, how many chances do you get to donate to a charity for a millionaire who pays himself over $500,000 a year, who once defaulted on a million-dollar loan to your pension fund, who has six pensions funded by you, who pays relatives and friends your dues money to not work...and who still has time to sell out your contract and union? You can't go wrong! After all, the funds will pay John Climaco, who is your General counsel!

Heads Will Roll. No charges have been filed against Louisville Air Hub workers who re-wrapped a box containing human heads and sent them along to their destination, but the Philadelphia doctor who shipped the heads is being investigated for his role in the traffic of body parts. Louisville UPSers found two human heads wrapped in plastic when they opened an air package that was marked "aerosol." One of the UPSers got sick, but others re-wrapped the box and sent it along to its destination in Colorado.

Alaska Local 959 Files Bankruptcy. Local 959, covering the state of Alaska, filed for Chapter 11 bankruptcy in August. Local Secretary Treasurer Robert Sinnett wrote to all members saying it would not affect the local's functioning in any way, but would give time to get the finances in order. Sinnett, who paid himself well over $100,000 in 1985, said he is rapidly tightening the union's belt. Medical and recreational facilities set up for members were sold off some time ago. The union's membership is down to about 40% of what it was during the 1970's Alaska boom period.

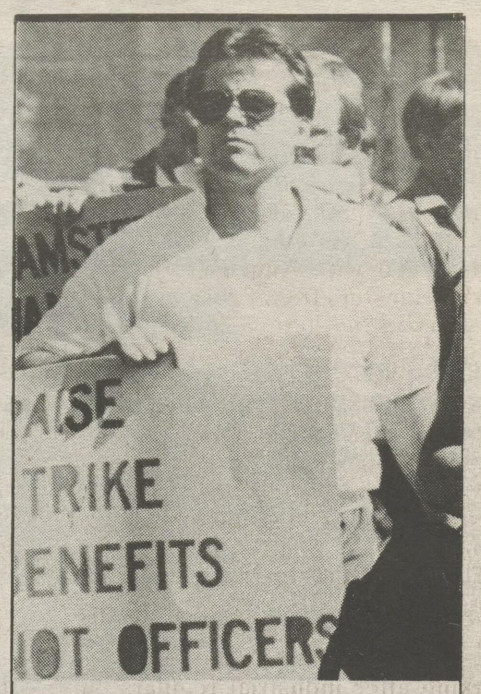
Correction to Chicago Local 710 Officers' Salaries

An inadvertant error in the August issue of *CD* greatly understated the income of the top officers of Chicago Local 710. Their actual total compensation for 1985 is as listed here:

William Joyce	Sec. Treas., 710	$228,805
J. Kelehan	President, 710	189,997
Frank Wsol	Vice Pres., 710	123,017
John Altpeter	Rec. Sec., 710	112,044

This makes Local 710 officials the highest paid local officers in any union, and Local 710 is the only local to pay four persons over $100,000 from the members' dues. We thank TDUer Bob McGinnis, Transcon driver and 710 member, who went to court for *the right to inspect the financial reports of Local 710* and did so in August. He reports that Local 710 officers are paid on "commission" and these commissions vary greatly from month to month, but add up to six-figure sums.

We would also like to correct the spelling of the name of Chicago Teamster Armando Fosco of Local 738, who weighed in at $100,762 for 1985. Another Chicago man, D. Heim of Local 705 appeared on the list in error.



I'll Be in Atlanta

John King
Spartan Foods
Local 337, Detroit, Michigan

I plan to be in Atlanta to learn and to exchange information with other Teamsters in order to better fight concessions like two-tier contracts. The convention is an excellent chance to learn new strategies, and is a great place to take part in the effort to rebuild solidarity and further union principles.

Teamsters Cut Out of New Pension Law

The recent tax reform package signed into federal law contained an important pension reform for millions of American workers, but almost all Teamsters were excluded from it. It seems that although our union headquarters is across the street from Congress, the effort was just too much for Teamster lobbyists who failed to support the reform that would have benefitted many thousands of Teamsters.

Part of the tax reform measure is a provision that requires pension plans to grant vested rights in five years, instead of the ten previously required. But multi-employer plans are exempted from the law, and the vast majority of Teamsters are covered by multi-employer plans. The Central States Plan, the Western Conference Plan, the New England Plan and various local and regional Teamster plans in the East are all multi-employer plans.

The original legislation, proposed in 1985, would have required 5-year vesting for all pension plans, but according to sources in Congress the Teamsters and our Teamster pension plans failed to support the vesting provision. When multi-employer associations and the building trades lobbied against the reform, Congress went along with the lobbyists and Teamsters lost out.

This means most Teamsters will still need 10 years in a single pension plan to be vested. Some Teamsters, such as UPS part-timers, may benefit from the new law and TDU is currently looking into that issue.

Brewery Local Claims 'Over-Representation'

In the last issue of *Convoy Dispatch* you may have read about Local 843 giving up more of the rights and conditions of its members. Local 843 had agreed with Anheuser Busch to work Teamsters from Pabst with up to 30 years in the local behind some 50 casuals inside the brewery. Partly due to the exposure of this inequity in *Convoy Dispatch*, the union and company conceded to allow industrial regulars (bookmen) to rightly work before casual labor in Anheuser-Busch's branch distribution department.

This two policy/one bargaining unit system only reaffirmed the inequity, as now casual labor works before members on inside production, while working after industrial regulars outside on the road, regardless of seniority.

Even so, this would have been a small victory had the local and the company not had something else up their sleeves. In another reversal of decades-old policy, the union agreed to allow drivers on the permanent roster to begin to take out double loads, one man doing the work of two men in a day, and being paid double for it. Once again the thirty-year local members from Pabst were out on the street. Also, the concept of double loading has opened the long-feared Pandora's Box of thousand piece loads, that the company has so-long courted. Local 843 has now laid the groundwork for this to come up in the next contract negotiations.

Inside, Anheuser-Busch had begun its third-quarter purge for "inordinate absenteeism." In a glaringly arbitrary fashion some 50 members were presented with suspensions, which were to take place some three weeks late (to ease the company's man-power demands during a maintenance period slowdown). Unfortunately for those suspended, both union officers paid to represent the members were away at a convention, leaving the newly-appointed vice president in the local's office to stumble and stammer his inability to answer any questions. Faced with the prospect of this representation, many members accepted the suspensions uncontested.

Others, with the help of TDU attorney Susan Jennik, decided to stand and fight. Amazingly, even minimal resistance and TDU representation had extraordinarily positive results. Many local members owe a debt of gratitude to TDU for doing exactly what the local should have done for us.

The events of the next 60 days will have much to do with the future of Local 843's members. November's election for all executive board positions will have everything to do with the company's future treatment of members. The current executive board is making an eleventh hour bid to reduce the number of paid officers with designs on a merger of Locals 153 and 843 under the premise of the membership being over-represented. This is too sad to be humorous. With the continued help of TDU, a complete slate of candidates will be fielded to oppose the executive board this fall.

—A Member of Local 843

I'll Be in Atlanta

Barbara Boriotti
United Parcel Service
Local 804, New York

The IBT may seem like a giant beyond our control, making decisions for us without out input. But there is a light at the end of the tunnel—TDU. Take this chance to meet with Teamsters from around the country who are striving to make our union responsive, powerful and uncorrupt.

Mississippi Wives Ask:

Why Are UPS Workers Just a Number?

On July 23 Mississippi UPS package car driver Curtis Crane's wife was abducted, raped and murdered. The wives of other Pascagoula Center drivers have circulated a petition to UPS concerning the company's actions on that tragic day. Reprinted here is the letter on their petition.

It is really sad when an employee is no more than just a number to a large company. It appears as though that's the way it is with United Parcel Service.

On Wednesday, July 23, 1986, the police realized that Rhonda Crane had been abducted and notified UPS to try to locate her husband, Curtis Crane. Rather than locating Curtis on his route, which could have been easily done, they waited until all his deliveries had been made for the day. His daily production was therefore not slowed down. Curtis had to find out upon returning to the center that evening, when his father spotted his truck, and followed him back to UPS. He then informed Curtis of the abduction of his wife, and they left together to help in the search.

We can not say that perhaps the few hours wasted could have saved her life, but we do know if it were one of our husbands, he would have at least had more time to try to get to her and possibly help.

I pray if another emergency such as this should ever arise, that UPS could at least find it in their hearts somewhere to realize these hard working and dedicated employees they have are human, and that they, UPS, are not God. It could have very easily been one of their wives that day in Rhonda's shoes.

Saddened and Angry,
United Parcel Employees Wives

UPS and Downs

Feeder Drivers Ordered to Stop Headlight Courtesy.

Over the years, feeder drivers have used their headlights as a safety method of letting a passing driver know his rig is clear and it is safe to come back into the lane. This is a courtesy drivers have extended to each other over the years. Recently, Oakland UPS management has been suggesting that we no longer follow this practice, and opinions have been bouncing back and forth between drivers and supervisors. Most drivers feel that they work with other drivers on the road and would like to continue being courteous.

Also, by using this system you are not as likely to get bored and doze off in the seat. But management in Oakland is adamant now that drivers stop using this courtesy or risk getting written up for failure to follow instructions. Drivers in other centers, have you had this problem yet?

—California Feeder Driver

Wisconsin UPSers Publish Booklet on "That Special Day."

In response to management's contention that drivers record better performance when accompanied by a supervisor, rank and file Teamsters in Madison, Wisconsin calling themselves Drivers Against Supervisoral Harassment (DASH) have written and distributed a five page booklet titled *That Special Day*. The booklet gives a rundown of safe and proper work methods that should always be followed. It also includes helpful reminders about keeping records of irregularities in weather or other conditions, and recording conversations with supervisors. UPS Teamsters interested in a copy of the booklet should write to the TDU national office. Free to TDU members, others please send donation.

Massachusetts UPS Busing to Beat Labor Shortage.

UPS management in Massachusetts has resorted to extraordinary measures to solve a crisis in filling part-time positions. Due to the shortage of applicants for the $8 and $9 an hour jobs, part-timers are being shipped into the Worcester hub from Springfield and Fitchburg, Massachusetts, and management has even taken out expensive prime time advertising spots on television. Management claims the problem will solve itself now that students are back at school, but perhaps the real reason is that when there is a choice, most people would even work for less money elsewhere under reasonable working conditions.

Detroit UPS Teamsters Expose UPS' Use of Spy.

As reported by the rank and file newsletter the *Right Idea*, Detroit UPS management has admitted to using a private investigator to spy on members. On July 28, members at a fundraising event for fired stewards noticed a man in a van taking pictures of them. When discovered, the man quickly drove off, but UPS Teamsters traced the van back to UPS. A grievance was filed over the incident, and Loss Prevention manager Jim Kaminski (who has since been transferred to San Francisco) acknowledged that the company had been spying on the members, purportedly to search for "missing documents."

Detroit Teamsters feel the real reason was to keep an eye on their activity in defense of their contract and working conditions, and that this was a blatant violation of their constitutional rights. As one UPS Teamster put it, "Did they think someone would pass out the 'documents' or tack them up outside? I don't think one person believes that bull---- story."

Survey Shows Little Confidence in Supervision's Integrity.

A survey conducted by the Committee for Safe and Reasonable Working Conditions in Oakland, California reveals some interesting attitudes UPSers have about their supervisors. One of the revealing questions and answers, which we are not likely to see in the *Big Idea*, was: Does Your Supervisor Harass You About Productivity? Some 87% of fulltime workers responded 'Yes', while a resounding 93% of part-timers answered that they were harassed about productivity. When asked if they felt that their supervisor "has the courage, integrity and strength of moral character needed to refuse an upper management order which he/she knows is unreasonable, wrong or would cause harm," 97% of the fulltimers, and 92% of the part-timers, responded that they didn't.

How would members in your center respond to these questions? For a complete copy of the survey results, send a SASE to *Brown Dog News*, Box 2334, Oakland, California 94614.

Churchill, Penn Truck Lines Deals Cut

Presser Dumps on the NMFA

In August close aides of Jackie Presser took a couple swipes at undermining the National Master Freight Agreement, right in Presser's home town. It's time to expose these deals and for members to call a halt on them.

Churchill Truck Lines, a major carrier covered by the NMFA in over 30 Teamster locals, recently opened three new terminals in Ohio. Churchill is profitable and expanding east from its Midwest base. Presser's aide (and chauffeur) Bobby Kavalec cut a deal with management before any operations began to put all the Ohio employees into Presser's (ghost) Local 507, which has no freight members and is not a freight local. Reportedly Kavalec was willing to sign a sweetheart rider as well.

Cincinnati Local 100 and Columbus Local 413 objected, with the result that they got the jurisdiction turned over to them. But in Cleveland, Local 507 has so far retained its hold on the Churchill workers, although Local 407 (not 507) has the exclusive freight jurisdiction in Cleveland.

By some "coincidence" Local 407 happens to be headed by Sam Theodus, who challenged Presser at the May IBT Convention. Local 407 has objected to this scam, and reportedly filed a jurisdictional claim and internal charges.

Penn Truck Lines Also Benefits

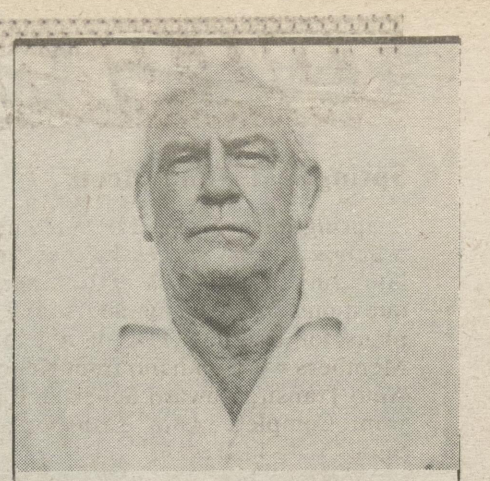
Churchill was not the only big employer to benefit from Presser's friends this month. Penn Truck Lines (PTL), the trucking subsidiary of Conrail, opened new piggy back operations in Cleveland and Columbus. Once again, before the doors opened, a Presser man was handing the employer a sweet deal. This one provides for $10 an hour, far below union scale for this NMFA work. PTL is already covered in Cleveland by Local 407 at full NMFA scale. But Sherman Brown, another Presser aide, signed this deal in the name of Local 964. This deal, too, is being challenged by Local 407 and also reportedly by Local 100 in Cincinnati, where some members transferring to Columbus may face a drastic pay cut.

Presser's Record

In the last three and a half years Presser has been in power he has built quite a record on our major trucking contracts:

- His 1983 Relief Rider to the NMFA, filled with concessions, was fortunately rejected by a margin of 8-1. Presser blamed TDU for his and the employers' defeat.
- He has done nothing to organize nonunion trucking companies.
- He has given cut-rate casuals and a 70% two-tier to employers (in the 1985 freight contract), undercutting more fulltime, top-rate jobs.
- He has done nothing to enforce Article 32 of the freight contract, which bans double breasting operations and subcontracting.
- He extended the national two-tier contract covering UPS workers.
- He signed the sellout contract covering carhaulers last year that was rejected by a margin of 4-1.

And now he has added another disaster to this list by allowing Local 507 to be used to subvert the contract. Where will it all stop? It is hard to say, but TDU and TDU members nationally aren't waiting around to see what happens. We are doing everything possible to bring democracy back to our union. Your help is needed—see page 12 for our membership application.



I'll Be in Atlanta

Gene White
Local 580, Lansing, Michigan

I plan to be at the TDU Convvention again this year and look forward to meeting a lot of good Teamsters there. At the present time I am running for secretary treasurer of my local union to help end its downhill slide. But we need to do the same thing in our International Union.

TDU Meets

Albany
Pension Educational Meeting
Saturday, October 4
Time and location to be announced
Call (718) 834-0631 for information

Albuquerque
Wednesday, September 17
7 pm
Holiday Inn
2020 Menaul Boulevard NE
(Near the intersection of I-25 and I-40)

Baltimore
Rank and File Pension Meeting
Saturday, September 13
1 pm
Christopher's Open Hearth
Corner of Central and St. Helena
Dundalk, Maryland

Baltimore/Washington DC
TDU Conference
Saturday, September 27
10 am - 4 pm
Location to be announced
Call (202) 785-3707 for information

Boston
Pension Educational Meeting
Saturday, October 4
Time and location to be announced
Call (718) 834-0631 for information

Charlotte
Sunday, September 28
1 pm
Location to be announced
Call (202) 785-3707 for information

Denver
Tuesday, September 16
11 am and 7:30 pm
Western Motor Inn
4757 Vasquez
(I-70 and vasquez)

Manchester NH
Saturday, September 27
10 am
99 Allen Street
Manchester NH

Memphis
Sunday, September 14
1 pm
Denny's Restaurant
2860 Airway Boulevard

New York City
Sunday, September 21
Educational Workshop: Running for Union Office
Location to be announced
Call (718) 834-0631 for information

Sacramento
"Workplace Unity"
Saturday, October 18
10 am
Carrow's Restaurant
3130 Bradshaw Road at Highway 50

St. Louis
Saturday, September 13
1 pm
Amvets Post 88
8449 N Broadway
1 block north of Gimblin

"As I See It"

Basic Idea of Unionism Forgotten

Tom O'Keefe
Consolidated Freightways
Dock Steward
Local 229, Scranton, Pennsylvania

Labor unions were formed with the hopes of raising the dignity and job standards of working people. The idea of "an injustice to one is an injustice to all" was understood by people who worked hard to insure our present wages and conditions.

In recent years, however, it appears that many of our union leaders have forgotten the basic idea of unionism. For Teamsters under the Master Freight Agreement our unity is threatened by the companies' efforts to create a permanent part-time work force by the use and abuse of "casuals."

Most people are upset by the decline in benefits and conditions, but casuals suffer even more at the hands of the companies who pay them a substandard wage and under a union unwilling to bring them up to first-class status. In the Central Pennsylvania Supplement casuals don't receive vacations, H&W benefits or sick leave. Under the new contract language it's technically possible for a casual to work every day for years and never make the seniority list.

This is a comfortable and peculiar agreement cooked up between the union and management. The union gets dues money and companies get unprotected labor. It's time for the International and the members to push for an end to this arrangement.

It's a question of the survival of our union. The union can't survive with one third of its members as second class citizens, many of whom have become apathetic and disgusted because of their status. As a steward on the dock, I know the importance of creating unity but it really must be a total effort. We must push for equal pay and benefits for "casual" workers. It will take a lot of effort but it will win us the loyalty of workers who now feel left out of the system.

It's up to TDU to bring these problems to the attention of the International and to work to protect the rights of all. Hopefully, at the TDU Convention in Atlanta this question will be taken up and TDU can develop a program to protect the rights of casuals and stop them from being abused.

Postal Workers Vote Major Donation

Solidarity Continues for Hormel Strikers

The battle for justice for the Hormel strikers in Austin, Minnesota, is still going on. National solidarity with the strikers continues. For example, at the recent Postal Workers' Union Convention, a $3,000 collection for the strikers was taken up, and the convention voted to donate $500 per month to each of six UFCW Local P-9 families.

The UFCW International has attempted to take over the local and pressure them into accepting a contract which provides job protection for scabs but not for the strikers. Nevertheless, the P-9 rank and file is continuing to fight back and our support is still necessary.

TDU is honored to have Jim Guyette, the elected president of Local P-9, as a speaker at our Convention in Atlanta. Brother Guyette will have an update on what the P-9 rank and file is doing and what it means for the labor movement.

One piece of good news is that a federal mediator has ordered Hormel to re-hire 500 workers in Ottumwa, Iowa who honored a P-9 roving picket line.

We urge all Teamsters to continue the boycott of Hormel products. Support is also needed for the legal defense of Brother Guyette and Ray Rogers, P-9 consultant, who were framed on phony charges of inciting a riot after police attacked a P-9 picket line in April. Donations should be sent to the Austin Emergency Appeal, PO Box 65673, St. Paul, Minnesota, 55165.

TDU Chapters on the Move

Springfield, Ohio Meets

Springfield, Ohio TDU members organized a very successful meeting in late July to discuss TDU, answer questions for new members and set plans for building TDU in the area. Members were on hand from Kenosha Auto Transit, Howard Sober, and also from Complete Auto Transport and Super Valu in Dayton.

Members here are now working on an election campaign for the top spot in the local. Last winter's election was ordered rerun by the Department of Labor following protests filed by TDU members over irregularities in the election.

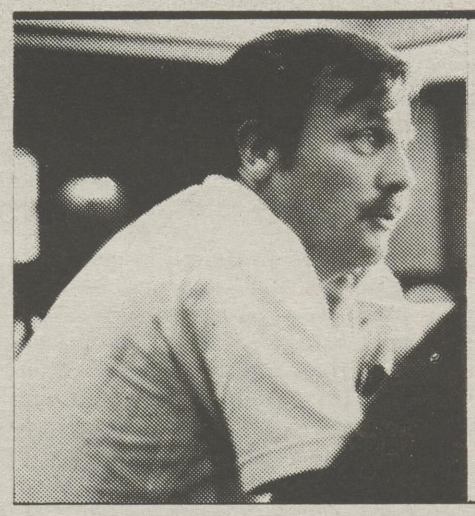
TDU recruitment has been strong in the local, and those attending the meeting expressed great interest in setting up a committee to build TDU. Local 654 members interested in TDU should contact the TDU national office or TDU members in the area for more information.

New York TDU on the Move

Over the last several months, New York City and Long Island area TDU members have been very active. In the late spring, Long Island TDUers from several locals attended a seminar on pension benefits presented by Karen Friedman of the Pension Rights Center. Friedman suggested ways to raise contribution rates and determine whether the rate of return on fund investments is high enough.

As a result of this meeting, Local 138 members set out to investigate their pension fund, and all present agreed to write their Congressional representatives concerning the pension vesting change. (See story page 3.)

New York members also held a very successful barbeque on September 6, and are now setting their sights on sending more representatives than ever before to the Rank and File Convention.



I'll Be in Atlanta

Brent Severson
Delegate to 1986 IBT Convention
Pacific Motor Trucking
Local 63, Los Angeles, California

I was a delegate to the IBT Convention in May. Being in Las Vegas was a real eye opener for me. Change is not going to come by a minority of people becoming active. It's going to take many more of us. That's why I'll be in Atlanta on October 25-26.

Milwaukee Organizing

Also in July, TDU members from Milwaukee, Oshkosh and Janesville, Wisconsin met in Milwaukee to discuss plans for building TDU in their state. Activity has been on the increase in this state after several years of slow growth following the death of chapter leader George Feld in 1981. Members from new barns are getting active now, including UPS, Holland, PIE and American Freight. As a result of the meeting, a push is being organized for greater distribution of the Convoy Dispatch newspaper. Wisconsin Teamsters interested in helping out should contact TDU.

Southwest Welcomes TDU

A warm welcome is being given to TDU in the states of New Mexico, Oklahoma and Colorado, where membership has been growing dramatically. Individual members in Denver Local 961 and Oklahoma Local 886 have been doing an excellent job of spreading the word and building support for TDU.

New Mexico Local 492 members from Albuquerque, Santa Fe and Tucumcari have gone even further by setting up a steering committee to build a TDU Chapter in the state. So far the steering committee has had successful meetings, and members are now preparing for the start up of union meetings in September. Hats off to these successful efforts!

Fresno Getting Active

TDU members in Fresno Local 431 reportedly conducted a very successful meeting in late August to introduce TDU to their area, and are well on their way to building enough membership for a local chapter. Welcome to these new TDUers, and special thanks to Sacramento TDUers who travelled to the meeting!

Illinois/Indiana UPSers Organize to Protect Pensions

A large crowd of Local 710 UPS members were on hand in Mt Vernon, Illinois on Sunday, September 7 to hear the latest reports on 710's efforts to dump thousands of 710 UPSers. Representatives from centers in Belleville, Galesburg, Decatur, Springfield, Marion and Centralia were pleased with their efforts so far in insuring that the UPSers in downstate Illinois continue to be members of Local 710.

The latest surge in 710 UPS organizing came on the heels of a Department of Labor ruling overturning the 1985 Local 710 election and the recent Supreme Court victory allowing all members of 710 to vote on bylaws changes.

Philly Local 463

BOWL on the Move

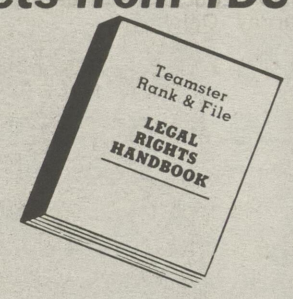
The timetable for our re-run election, which will be supervised by the Department of Labor, is slow but sure. We are presently hoping for and anticipating a new election by Christmas. A fair election would be a great Christmas present!

In the meantime we are happy to report that BOWL (Better Opportunity With Leadership) efforts have already resulted in significant progress in our local, including: 1) For the first time in a non-contract year the bakery pension has been increased; 2) also for the first time, shop stewards are now on the milk contract negotiating committee; 3) health benefits have been increased; and 4) shop stewards no longer have super-seniority.

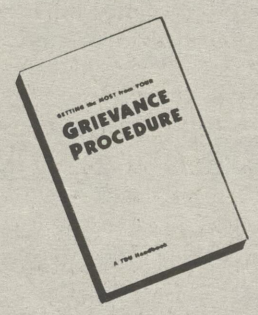
We are proud of these accomplishments. They are only the beginning of what is possible in our local union. As you can see, because of BOWL, our local will never be the same. Now we are setting our sights on getting out to talk to members and campaigning for the upcoming election to get all the support that we can get. We look forward to seeing all Local 463 members out on the campaign trail.

We are also working to get Pathmark's Honest Mistake Policy rescinded.

Get Informed — Order Educational Booklets from TDU



TEAMSTER RANK AND FILE LEGAL RIGHTS HANDBOOK. This comprehensive 312 page book was written by experienced labor attorney Ellis Boal and covers your rights in the union and at work, detailing the laws in easy to read language. Price: $7 each, $5 for five or more.



GETTING THE MOST FROM YOUR GRIEVANCE PROCEDURE is written for rank and file Teamsters who are looking for the best strategies to use in preparing, presenting and organizing around grievances. Price: $1 each.

STEWARD'S MANUAL is a comprehensive 30 page guide for stewards that was compiled from dozens of union steward's manuals and labor education courses. Special emphasis on building unity on the shop floor and in the union. Price: $4 each or $3 each for five or more.

Item	Price	# of Copies	Total
Teamster Rank and File Legal Rights Handbook	$7 ea.; $5 ea. for 5 or more	_____	_____
Getting the Most from Your Grievance Procedure	$1 each	_____	_____
Steward's Manual	$4 ea.; $3 ea. for 5 or more	_____	_____
		TOTAL	_____

Name _____

Address _____

City _____ State _____ Zip _____ Phone _____

Return to: TDU, Box 10128, Detroit, MI 48210

Expanded Use of LCVs Needs to Be Stopped

Triple Trailers Pose Safety Hazard

Following on the rapid growth in the use of double 28-foot trailers, the trucking industry is now setting its sights on triple trailers as a way of cutting costs. Longer combination vehicles (LCVs), including double 40s and Rocky Mountain Doubles (28-foot and 45-foot trailers) pose an enormous threat to the safety of road drivers and the general public.

In 1986 the use of triples was expanded to a total of 13 states from the nine that previously allowed them. Presently the states of Arizona, Colorado, Idaho, Nevada, North Dakota, Oregon, Utah, Indiana, Kansas, Oklahoma, Wyoming, South Dakota and Nebraska allow triples. The good news is that no Eastern states yet allow triples.

The industry is attempting to expand the use of LCVs through two different fronts. First, they are pushing hard (and successfully) for favorable legislation in the west. They are also carrying out lobbying efforts to create a national or regional LCV network by demanding a federal 80,000 weight limit.

Although the Department of Transportation (DOT) concluded in 1985 that there was no reason to create a federal LCV network, the danger of federal legislation remains. This year the DOT solicited comments on how a national network could be made feasible by lifting the 80,000 weight limit.

Dangers Outweigh Any Benefits

The trucking industry argues that most studies of LCVs have shown no greater ratio of accidents than occur under the operation of conventional rigs. Nevertheless, even the authors of these studies admit that, for example, "triples have operated only under special controls, such as designated routes, driver requirements and special vehicle requirements" (DOT 1979 report).

In other words, the fact that triples have been restricted by most states to use on non-urban interstates and under other restrictions heavily skews any studies. If the same conditions were applied to conventional tractor-trailers, the number of accidents would likewise be extremely low.

Government studies do show that the handling and stability of LCVs is far worse than that of conventional tractor/trailers. For example, the National Research Council reports that combination vehicles respond worse during rapid steering, when making sharp turns, and are more likely to be involved in trailer swing and rollover crashes. A survey by the same organization of truck drivers found that 77% of those participating said that semi-trailers were safer to drive.

And, as anyone who has driven LCVs knows, factors like poor maintenance, improper loading and bad dollies contribute to trailer sway and handling difficulties.

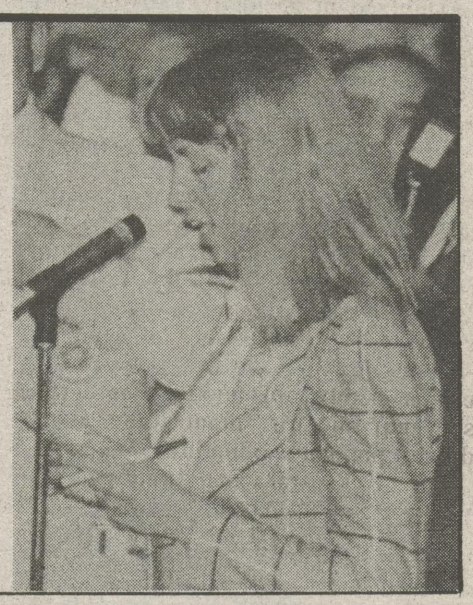
The Insurance Institute for Highway Safety, a non-profit research group, has concluded that "given the compelling evidence that LCVs have higher accident rates than single tractor-trailers, there is no justification for allowing or encouraging their continued use on the nation's highways."

TDU feels that the appalling safety record of the trucking industry further mandates that the expansion of LCVs be stopped, and we are interested in discussing with members steps that can be taken to stop this hazard to the safety of all drivers. At the Road Driver Safety and Health workshop at the upcoming convention we would like to start setting some plans.

I'll Be in Atlanta

Linda Gregg
Delegate to 1986 IBT Convention
Secretary Treasurer
Local 435, Denver, Colorado

The Rank and File Convention is not only a special chance for us to recharge our batteries, it is also a chance to evaluate last year's work and set goals for 1987. The recent IBT Convention was one step towards the goal of winning the right to vote and bringing democracy to our union. On October 25-26 we will take the next steps in building the movement for a stronger union run by the membership. Join us there.



Production Standards Tops Agenda

National UPS Meeting to Set Contract Plans

Two years ago, Jackie Presser and UPS negotiated an extension for our existing contract. Although our ballot came wrapped in a pamphlet proclaiming this to be the best contract ever negotiated, I am sure any UPS employee could suggest numerous improvements.

Preventing UPS from setting production standards that are impossible to maintain should be one of our top priorities in the 1987 contract. Although company profits continue to set new records each year, managers and supervisors are constantly looking for ways to get more production out of us. Because of this, drivers are forced to work through breaks, ignore safe work methods, or not offer the service that our customers deserve.

Stronger language is needed to stop driver harassment. Anyone that has had more than one rider knows what a hassle this can be. Several supplements limit to one the number of riders that can go with a driver except for the purpose of training management personnel. Innocent until proven guilty is a feature contained in some supplements, that we need in the national contract.

These are only a few of the issues we need to be thinking about as the contract deadline draws closer. Along with many other UPS Teamsters I will be at the UPS National Contract meeting to take place in conjunction with the TDU Convention in Atlanta. If we are not willing to be involved, then we have no choice but to adopt whatever the national negotiating committee is willing to give us. If you want to see a better contract in 1987, please plan to be in Atlanta on October 25-26.

—Lou Woodward
United Parcel Service
Local 79, Largo, Florida

Why Join TDU? Here's One Reason Why

ANDY ANDERSON, former Teamster International Vice President and Western Conference Director, is now bargaining on the side of the union buster Watsonville Canning Co., which forced a strike of 1000 Teamsters by lowering their wages from $7 an hour to $5.05 per hour. For over one year these Teamsters have been on the picket line against this union busting attack by their company.

Meanwhile Anderson continues to draw at least four lucrative Teamster pensions — all paid for by our dues. (One of these pension plans paid Anderson a nice bonus of $163,466 in 1984.)

Does this make sense to you? If not, then join TDU today.

ANDY ANDERSON, UNION BUSTER

TDU MEMBERSHIP APPLICATION

Name_____ Local Union #_____

Address_____

City_____ State/Prov._____ Zip_____

Phone_____ Company_____

City☐ Road☐ Dock☐ Clerical☐ Warehouse☐
Construction☐ Production☐ Other_____

☐ $25 membership fee—for one year's membership & subscription to **CONVOY DISPATCH.**
☐ $60 three year membership fee. ($10 of this shall be rebated to the local chapter.)
☐ $15 annual dues for spouses, retirees, and Teamsters who gross less than $12,000 a year.

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(TDU membership is kept confidential from employers and union officials.)